



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, U.S. ARMY MEDICAL DEPARTMENT CENTER AND SCHOOL  
AND FORT SAM HOUSTON  
2250 STANLEY ROAD  
FORT SAM HOUSTON, TX 78234-6100


IMSW-SMH-EOM

11 JUL 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Participation in Equal Opportunity (EO) Special/Ethnic Observances

1. Annual EO special/ethnic observances are extensions of the Army's Equal Employment Opportunity Program education and training objectives. Ethnic observances make us aware of the achievements and contributions of specific ethnic groups and women. These observances allow us to learn about the many different cultures and histories that make up our nation.
2. Supervisors will ensure that both military and civilian personnel are given a reasonable opportunity to participate in these activities. Civilian personnel will not be required to take leave to attend these activities and can be credited a quarterly EO training, with the exception of mandatory Prevention of Sexual Harassment (POSH) training.
3. Soldiers should ensure their family members are aware of planned activities and encourage their participation.
4. Equal Opportunity representatives will assist the AMEDDC&S EO advisors in planning, coordinating, and staffing all AMEDDC&S and FSH sponsored ethnic observance activities. Cultural awareness promotes harmony and understanding among our Soldiers, family members, and civilian workforce.

  
RUSSELL J. CZERW  
Major General, DC  
Commanding

DISTRIBUTION:

A